screenrights

Position Description -Non-Executive Director

GENERAL DIRECTOR, PRODUCT & TECHNOLOGY

September 2026

Screenrights seeks to appoint an independent non-executive director to the position of General Director, Product & Technology of Screenrights' Board.

Company overview

Screenrights is a public company limited by guarantee. It is a non-profit membership organisation that:

- pays secondary royalties to content creators;
- licenses educators, government and retransmitters to use broadcast programs; and
- provides rights and royalty management services to the screen industry.

Based in Sydney and with a highly qualified and committed staff of 38 people, Screenrights pays more than $40 million each year to rightsholders in film, television and radio.

Screenrights aims through its workforce and through the membership of its Board to reflect the diversity of the Australian and New Zealand community; and for its services to promote diversity in the screen sector to better serve its members and the stakeholders who access its services.

Detailed information about Screenrights' strategic objectives, its operations and its finances can be found here.

Current Board

The Screenrights Board is elected by members. Directors initially serve a three-year term and thereafter are eligible for re-election in almost all instances for a limit of a further two.

The Screenrights Board may have up to twelve (12) Directors. Membership of the Board includes on an ongoing basis up to eight (8) General Directors, three (3) Authorial Directors (Screenwriter, Screen Director and Composer) and at least one (1) New Zealand

Director. Some of the General Directors may hold specialised roles such as General Director, Product & Technology.

Details of the current Board can be found here.

From time to time the Board may appoint Directors to casual vacancies. These Directors are required to stand for re-appointment at the next election.

Screenrights' Constitution along with other corporate and governance documents can be found here.

The role

The role is for an independent non-executive director to act as General Director, Product & Technology on Screenrights' Board.

Product, data and technology sit at the core of Screenrights' business and operations. This role brings the Board high-level knowledge and expertise in product, data, AI, technology and analytics, and helps the Board engage with management on the strategic, governance, operational and commercial issues these raise. It also supports the Board's oversight of Screenrights' digital transformation and technology investments and roadmap, its approach to cyber security and privacy, and its assessment of new product, revenue and business development opportunities as the business evolves.

Nominees should have a reasonable level of control over their own schedule and across the year must be able to:

- attend approximately four (4) full day Board meetings;
- chair approximately four (4) Technology and Data Committee meetings of approximately 2-3 hours each;
- attend one (1) strategy planning day;
- attend approximately (2) new business working group meetings;
- serve on at least one (1) other Board committee and/or working group per year (in addition to the Technology and Data Committee); and
- attend Board or committee conference calls as required for particular issues that arise from time to time as well as for management/financial reporting and general compliance issues.

Board meetings are usually held at Screenrights offices in Sydney. Directors are required to attend Board meetings in person.

Other Director commitments such as committee meetings are generally conducted by video conference but may occasionally be in person or hybrid.

Nominees should have an understanding of and commitment to:

- Screenrights' statutory education, government, and retransmission licences;
- Screenrights' distributions to the Australian screen distribution and production sectors; and
- screen content as a resource in education.

Eligibility/Specialised competency

It is expected that the person appointed to the role would have the following particular competencies:

- High-level experience, knowledge and understanding in the areas of product, data, AI, technology and analytics, including the ability to see data as a strategic and commercial asset.
- Working knowledge and understanding of contemporary policy and governance issues related to cyber security, data, AI and privacy, with the ability to translate technical and cyber risk into terms the Board can use for decision-making, and to assess whether governance and assurance arrangements in these areas are fit for purpose.
- Ability to read, comprehend and support the company's digital transformation strategy and roadmap, as well as technology material presented to the Board, future product and/or technology requirements, and an understanding of AI, including its strategic and operational opportunities and risks.
- Ability to bring product thinking, innovation and commercial judgement to Board discussions, including assessing new revenue and business model opportunities and the outcomes of technology and transformation investment, applied within Screenrights' statutory membership-based structure and its obligations to rights holders and licensees.
- Sound understanding of the regulatory and legislative environment in which the company operates, including the scope and exposure of the statutory licence under the Copyright Act, and the ability to assess technology, data and AI-related developments against that environment.
- Demonstrated board-level experience, together with the capability to chair a relevant Board sub-committee, including setting its direction and being accountable to the Board for its work.

General competencies and skills (role related)

It is expected that nominees would have significant experience and a high level of competency in each of the following areas:

- **Governance** - knowledge of a director's responsibilities, understanding of board accountabilities and obligations, includes an understanding of legal, ethical, fiduciary and financial responsibilities.
- **Industry knowledge** – executive level experience and a broad understanding of the dynamics of the screen or other creative industries.
- **Strategic expertise** – the ability to review Screenrights' strategy through constructive questioning and suggestion and contribute to the effective decision making of the Board.
- **Accounting and finance** – an ability to read and comprehend Screenrights' accounts, financial material presented to the Board, financial reporting requirements, and corporate finance.
- **Legal** – the Board's responsibility involves overseeing compliance with numerous laws as well as understanding the individual Director's legal duties and responsibilities.

It is expected that nominees would also have competencies in some of the following areas:

- **Managing risk** – understanding and experience of organisational risk management.
- **Managing people** and achieving change – ability to engage with issues including employment, executive remuneration and compensation.
- **Marketing and communications** – knowledge of the changing environment and the breadth of activities required across branding and in particular, stakeholder communication.
- **Digital transformation** - the ability to read and comprehend Screenrights' digital transformation roadmap, technology material presented to the Board, future technology requirements and an understanding of artificial intelligence.
- **Understanding of government** – understanding of the policy and legislative process, experience of advocacy.

Competencies (personal attributes)

It is expected that nominees would also demonstrate the following attributes:

- **Integrity** – in fulfilling a Director's duties and responsibilities, a Director must act ethically and with appropriate independence, putting Screenrights' interests before personal interests.
- **Collaborative yet curious and courageous** – a Director must be able to function as an effective team member but also must have the curiosity to ask questions; and

have the courage to persist in robust discussions with management and fellow Board members where required.

- **Emotional intelligence** – as well as self-awareness and self-management, a Director must demonstrate empathy manifested through strong interpersonal skills. A Director must work well in a group, listen well, be tactful yet able to communicate in a cogent and candid viewpoint.
- **Commercial judgement and instinct** – a Director must demonstrate good business instinct and acumen; and be able to assimilate and synthesise complex information.
- **Active contribution** - a Director must be an active contributor with genuine interest in Screenrights and its business.

Remuneration and benefits

Chairs of the Technology and Data and Audit, Risk & Governance and Committees received annual remuneration of $41,263 plus applicable superannuation for the 2025-2026 financial year. Different fees are payable to the Chair, Deputy Chair and General Directors. Directors' remuneration is reviewed annually by the Board, usually in line with CPI, and approved at the AGM. Directors' remuneration is yet to be approved for the 2026-2027 financial year.

Where a Board member lives outside of Sydney and is required to travel for Screenrights, reasonable travel expenses will be covered.

Screenrights Board members will be supported to undertake relevant governance training subject to discussion with the Chair.